

business voice

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BUSINESS EXCELLENCE AWARDS HONOREES!





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leadership

KRISTIN MCMILLAN
PRESIDENT & CEO

Last month, Las Vegas Metro Chamber leaders traveled to Washington, D.C. on the annual trip to Capitol Hill to work on issues important to Nevada. We met with Nevada's Congressional delegation, key members of Congress outside of Nevada, policy groups and individuals who are shaping major public policy issues. It was the Chamber's largest and most diverse delegation to date, with three very full days of meaningful discussions on major policy and economic issues that impact our region, business community and future.

The Chamber's priorities were well defined and provided the basis for robust and dynamic dialogue with some of the nation's most influential members of Congress and their staffs, and public policy organizations. Key priorities included funding for Interstate 11, continued opposition to the transportation and storage of nuclear waste at Yucca Mountain, revising the Homeland Security Formula, increasing Nevada's share of federal grants, advocating for the passage of the JOLT Act to bolster international tourism, and improving workforce development.

While in Washington, the Las Vegas Metro Chamber also hosted the inaugural Las Vegas Night Reception on Capitol Hill. More than 500 attendees, including Congressional leaders Nancy Pelosi and Steny Hoyer, various members of Congress, Congressional staffers and trade associations, spent the evening celebrating the spirit of Las Vegas in our nation's capital. It was a proud moment for our participating Chamber members, as well as the representatives of local and state government who

accompanied us on the trip, not to mention our elected federal leaders from Nevada. We were collectively able to showcase and share the diverse, innovative and vibrant nature of our community with the rest of the country.

"The Chamber's priorities were well defined and provided the basis for robust and dynamic dialogue with some of the nation's most influential members of Congress and their staffs, and public policy organizations."

Also embodying the energy and enthusiasm within this community are this year's Business Excellence Awards honorees. As you'll read in this month's cover story, these 25 member businesses exemplify the can-do, civic-minded and strong entrepreneurial spirit that makes our city tick. Join us for the Business Excellence Awards Luncheon on Thursday, October 8, as we recognize each of these outstanding leaders of our business community. They - and our members from throughout our region - make Southern Nevada an exceptional place to do business. And the Metro Chamber is proud to represent them, from the halls of local government all the way to Washington, D.C.

UNITED STATES POSTAL SERVICE® (All Periodicals Publications Except Requester Publications)

Statement of Ownership, Management, and Circulation

1. Publication Title
The Business Voice

2. Publication Number
0 7 1 7 - 9 7 0

3. Filing Date
9 / 9 / 15

4. Issue Frequency
Monthly

5. Number of Issues Published Annually
12

6. Annual Subscription Price
\$25

7. Complete Mailing Address of Known Office of Publication (Not printer) (Street, city, county, state, and ZIP+4®)
**Las Vegas Metro Chamber of Commerce
575 Symphony Park Ave. Ste. 100 Las Vegas, NV 89106**

Contact Person
Greta Beck-Seidman
Telephone (include area code)
702-641-5822

8. Complete Mailing Address of Headquarters or General Business Office of Publisher (Not printer)
**Las Vegas Metro Chamber of Commerce
575 Symphony Park Ave. Ste. 100 Las Vegas, NV 89106**

9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor (Do not leave blank)
Publisher Name and complete mailing address:
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575 Symphony Park Ave. Ste. 100 Las Vegas, NV 89106**
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10. Owner (Do not leave blank. If the publication is owned by a corporation, give the name and address of the corporation immediately followed by the names and addresses of all stockholders owning or holding 1 percent or more of the total amount of stock. If not owned by a corporation, give the names and addresses of the individual owners. If owned by a partnership or other unincorporated firm, give its name and address as well as those of each individual owner. If the publication is published by a nonprofit organization, give its name and address.)

Full Name	Complete Mailing Address
Las Vegas Metro Chamber of Commerce	575 Symphony Park Ave. Ste. 100 Las Vegas, NV 89106

11. Known Bondholders, Mortgagees, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities. If none, check box ☒ None

Full Name	Complete Mailing Address

12. Tax Status (For completion by nonprofit organizations authorized to mail at nonprofit rates) (Check one)
The purpose, function, and nonprofit status of this organization and the exempt status for federal income tax purposes:
☒ Has Not Changed During Preceding 12 Months
☐ Has Changed During Preceding 12 Months (Publisher must submit explanation of change with this statement)

PS Form 3526, September 2007 (Page 1 of 3 (Instructions Page 2)) PSN 7530-01-000-9031 PRIVACY NOTICE: See our privacy policy on www.usps.com

13. Publication Title
The Business Voice

14. Issue Date for Circulation Data Below
September 2015

15. Extent and Nature of Circulation

Limited or Non-Profit		Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date
a. Total Number of Copies (Net press run)		8675	7800
b. Paid Circulation (By Mail and Outside the Mail)	(1) Mailed Outside-County Paid Subscriptions Stated on PS Form 3541 (include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	469	475
	(2) Mailed In-County Paid Subscriptions Stated on PS Form 3541 (include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	7531	6744
	(3) Paid Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS®	0	0
	(4) Paid Distribution by Other Classes of Mail Through the USPS (e.g. First-Class Mail®)	0	0
c. Total Paid Distribution (Sum of 15b (1), (2), (3), and (4))		8000	7219
d. Free or Nominal Rate Distribution (By Mail and Outside the Mail)	(1) Free or Nominal Rate Outside-County Copies Included on PS Form 3541	0	0
	(2) Free or Nominal Rate In-County Copies Included on PS Form 3541	0	0
	(3) Free or Nominal Rate Copies Mailed at Other Classes Through the USPS (e.g. First-Class Mail)	0	0
	(4) Free or Nominal Rate Distribution Outside the Mail (Carriers or other means)	375	281
e. Total Free or Nominal Rate Distribution (Sum of 15d (1), (2), (3) and (4))		375	281
f. Total Distribution (Sum of 15c and 15e)		8375	7500
g. Copies not Distributed (See Instructions to Publishers #4 (page R3))		300	300
h. Total (Sum of 15f and g)		8675	7800
i. Percent Paid (15c divided by 15f times 100)		95.52%	96.25%

16. Publication of Statement of Ownership
☒ If the publication is a general publication, publication of this statement is required. Will be printed in the **October 2015** issue of this publication. ☐ Publication not required.

17. Signature and Title of Editor, Publisher, Business Manager, or Owner
Greta Beck-Seidman Date **9/9/2015**

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

PS Form 3526, August 2012 (Page 2 of 3)



VOLUME 36 NUMBER 10

Las Vegas Metro Chamber of Commerce
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The *Business Voice* (USPS #717-970) is published by The Las Vegas Metro Chamber of Commerce, 575 Symphony Park Ave., Ste. 100 Las Vegas, NV 89106

Annual Subscription \$25
Periodical postage paid at Las Vegas, NV
POSTMASTER:
Send address changes to:
The Las Vegas Metro Chamber of Commerce,
575 Symphony Park Ave., Ste. 100 Las Vegas, NV 89106

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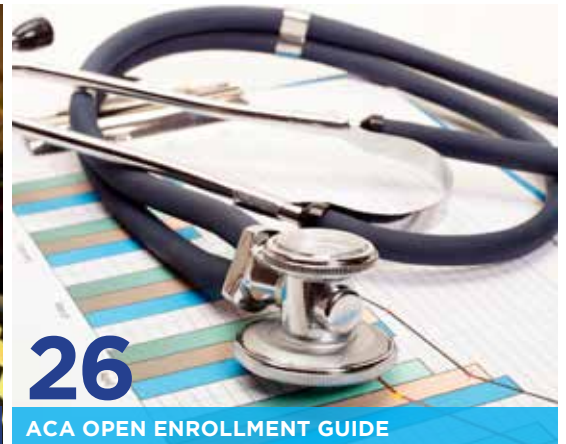
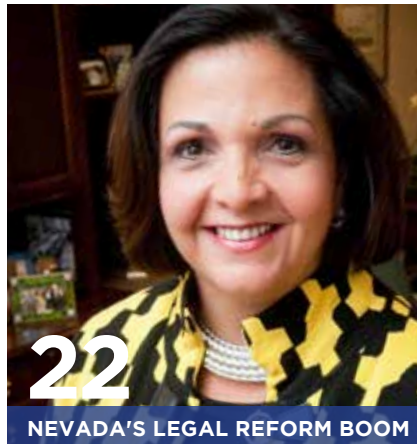
The *Business Voice* is a member newsletter of the Las Vegas Metro Chamber of Commerce. The Las Vegas Metro Chamber of Commerce welcomes input, ideas and suggestions from our members. As with any periodical, we must adhere to strict deadlines and we reserve the right to edit all materials submitted for publication. Commentaries that are marked as such do not necessarily reflect the opinion or position of the Chamber, its trustees or employees. The Chamber cannot guarantee the validity or accuracy of the contents of paid advertisements. Questions or concerns about content of the *Business Voice* can be addressed to Vice President of Marketing, Las Vegas Metro Chamber of Commerce, 575 Symphony Park Avenue, Suite 100, Las Vegas, NV 89106.

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chamber news

Business Excellence AWARDS LUNCHEON

celebrate the best of business at the business excellence awards

Celebrate the creative and dynamic honorees at the Business Excellence Awards Luncheon on October 8. During the ceremony, the Metro Chamber will recognize the cultivators, groundbreakers, innovators, trailblazers and pacesetters who embrace creativity, innovation, diversity, fun and resourcefulness. The awards luncheon, hosted by Chet Buchanan of 98.5 KLUC, will feature a special awards presentation and a recognition moment for all nominees. The Business Excellence Awards, exclusively sponsored by Nevada State Bank, will be held Thursday, October 8, at Aria Resort & Casino, at 11:00 a.m. For more information on the program or to register for the luncheon, visit LVChamber.com or call 702.641.5822.

mix and mingle during business blend at the venue

The Metro Chamber and Vegas Young Professionals are coming together for a night of connection-building at Business Blend on October 14. Held at Downtown Las Vegas' newest hotspot, The Venue, Business Blend combines a cool ambiance with upbeat music and conversation. Sip your favorite cocktail on the patio while you take in the atmosphere of the Fremont East Entertainment District, all while building your business and making new connections among Metro Chamber and Vegas Young Professionals members. For more information, visit LVChamber.com or call 702.641.5822.

honor the customer service stars of las vegas at the customer service excellence luncheon

Join the Metro Chamber and the Las Vegas Convention and Visitors Authority in recognizing employees dedicated to spectacular customer care at the annual Customer Service Excellence Luncheon. During the ceremony, special bronze, silver and gold recognition will be given to employees who have been recognized multiple times throughout the program year. The Customer Service Excellence Person of the Year will be announced. Celebrate those individuals who give excellent customer service and make our city a better place to work, live and visit. The luncheon will be held November 13, at 11:30 a.m. at The Orleans Hotel & Casino. For more information or to register, visit LVChamber.com or call 702.641.5822.

save the date for the annual installation luncheon

The Metro Chamber's annual Installation Luncheon is a can't-miss event for the Southern Nevada business community. Be sure to save the date for Wednesday, December 16, as John Guedry, CEO of Bank of Nevada, is sworn in as 2016 Chairman of the Board. This is an excellent opportunity to meet Metro Chamber leadership and hear Guedry's vision for the Metro Chamber and the business community in the coming year. Seats are \$60 each, or \$600 for a table of ten. Visit LVChamber.com or call 702.641.5822 to reserve today.

56% of consumers find print marketing to be the most trustworthy form of marketing. **40%** of consumers try new businesses after receiving direct mail.

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news you need

Check out the Metro Chamber's new Chamber University for free webinars to help you run your business.

october is national cybersecurity awareness month

The U.S. Department of Homeland Security recognizes October as National Cyber Security Awareness Month. Throughout the month, the department will provide information designed to engage and educate individuals and businesses about cybersecurity. Different topics will be explored, including creating a culture of cybersecurity at work and having an evolved digital life. For more information on National Cyber Security Awareness Month, visit dhs.gov. **The Metro Chamber is also hosting a Chamber University webinar session featuring Jeff Grace of NetEffect on Friday, October 16, on the importance of staying secure and ways to keep your business protected. To register for this webinar, visit LVChamber.com.**



get smart with sba's new business smart toolkit

The U.S. Small Business Administration (SBA) has partnered with the National Association of Government Guarantee Lenders to create the Business Smart Toolkit. This toolkit is a business education series and resource designed to equip community organizations, civic leaders and individuals with the tools needed to inform individuals about business basics, becoming credit-ready and connecting to local resources to start and grow businesses. Through Business Smart, SBA is increasing access to sound business information to those that are often underrepresented in America's entrepreneurial economy. The toolkit is free and accessible online for anyone who wants to host a Business Smart workshop. For more information about the SBA Business Smart Toolkit, visit sba.gov.

sba bolsters women-owned small business contracting abilities

The SBA issued a final rule authorizing federal agencies to award sole-source contracts to women-owned small businesses eligible for the Women-Owned Small Business Federal Contract Program. This authority, effective October 15, will level the playing field for women-owned small businesses in the federal contracting marketplace. "Women-owned businesses are growing three times faster than their counterparts, yet the federal government has not achieved its goal of awarding 5 percent of federal contracts to women. By granting contracting officers this new authority to award sole-source contracts to women-owned businesses, SBA is taking a major step forward in leveling the playing field and supporting our country's dynamic female entrepreneurs," said SBA Administrator Maria Contreras-Sweet. To learn more about the certification, visit sba.gov/wosb.

preview las vegas:

Get Your Brand
Front and Center

P

review Las Vegas 2016 will be Friday, January 29, at the Thomas & Mack Center - Cox Pavilion. Preview Las Vegas is the Metro Chamber's signature annual trade show, conference, and networking event, drawing a crowd of nearly 2,000 attendees and more than 100 exhibitors. This event attracts upper-level businesspeople empowered to make purchasing decisions on behalf of their companies, and each year, proves to be a source of need-to-know business and economic information, insights, best practices and a forecast of the coming year. Previous speakers include Jim Clifton, CEO of Gallup; Tony Hsieh, CEO of Zappos; Rossi Ralenkotter, president of the LVCVA; and Steve Leavitt, author of *Superfreakonomics*.

Exhibitor and sponsorship opportunities are now available for Preview 2016. This is an excellent opportunity to get in front of decision-makers in Southern Nevada business and ensure your brand is top-of-mind to potential and existing clients. Preview Las Vegas has historically been a venue for introducing new products, reintroducing services and boosting brand presence to professionals with purchasing power within their companies.

Exhibitor opportunities start at just \$1,275 and are available exclusively to Metro Chamber members in good standing. For more information or to



register for an exhibit booth, visit PreviewLasVegas.com or contact MJ Dennis at 702.586.3827 or mjdennis@lvchamber.com.



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9/15

working for you

GOVERNMENT AFFAIRS AND PUBLIC POLICY



metro chamber on the hill

In September, several members of the Metro Chamber Board of Trustees, Government Affairs

Committee and President's Club members, as well as Southern Nevada elected leaders, traveled to Washington, D.C. to advocate on issues important to the Southern Nevada business community. Additionally, leaders from the Nevada Department of Transportation, Regional Transportation Commission of Southern Nevada, Southern Nevada Water Authority, UNLV and Brookings Mountain West, the Las Vegas Convention and Visitors Authority and the City of Las Vegas were part of the delegation.

The purpose of the annual Washington, D.C. trip, which the Metro Chamber has been leading since 2006, is to strengthen working relationships with Nevada's Congressional delegation, develop connections with key members of Congress outside Nevada on policy and economic issues that

impact the region and deepen understanding of public policy issues in order to help craft good solutions for Southern Nevada.

"This trip allows the participants to network and have meaningful discussion on community topics that are not necessarily thought about by the business community on a day-to-day basis," says one participant. "It gives the Chamber members a much better understanding of the work that the Chamber does on their behalf at a macro level."

Federal priorities discussed on the trip were the funding for Interstate 11 between Phoenix and Las Vegas, continued opposition to the transportation and storage of nuclear waste at Yucca Mountain, revising the Homeland Security Formula, increasing Nevada's share of federal grants, advocating for the passage of the JOLT Act to bolster international tourism, and garnering support for the investment of water infrastructure for Southern Nevada.

The Metro Chamber presented its first Las Vegas Night Reception on Capitol Hill, which was attended by more than 500 guests, including Congressional leadership, members of Congress, Congressional staffers, think tanks, policy groups and trade associations. The Metro Chamber also hosted its annual Interstate 11 Reception with members of Arizona and Nevada's Congressional delegation to increase the awareness of this important transportation infrastructure project.

Additionally, there were policy meetings with the U.S. Chamber of Commerce, U.S Chamber Institute of Legal Reform, Brookings Institution, The Pew Charitable Trusts, GoRail, the American Gaming Association, American Enterprise Institute, ReadyNation and the Association of Chamber of Commerce Executives.

For more information on next year's trip or the Metro Chamber's policy priorities, call 702.641.5822.



your scene | you're seen

eggs & issues featuring u.s. congressman joe heck



U.S. Congressman Joe Heck (NV-3) discussed several key business issues at September's Eggs & Issues, including the JOLT Act and travel and tourism, funding for Graduate Medical Education and higher education, workforce development and homeland security. Congressman Heck also participated in a Q & A session after his remarks and spoke with President's Club members after the breakfast during a round table discussion.

newsfeed breakfast



Panelists Tina Quigley, general manager of the Regional Transportation Commission of Southern Nevada, Dr. Robert Lang, executive director of Brookings Mountain West, and David Knowles, vice president – Northwest transit lead for CH2M, participated in a lively discussion on transit solutions for Las Vegas and potential plans to expand multi-modal transportation to address the growing needs of Southern Nevada. The panel was moderated by Glenn Cook, columnist and senior editorial writer for the *Las Vegas Review-Journal*. Photo Credit: Jeff Scheid, *Las Vegas Review-Journal*.

small business saturday

**GET THE BEAT ON THE BIGGEST
DAY OF THE YEAR FOR SMALL
BUSINESS!**

A

merican Express' flagship small business initiative, Small Business Saturday, will take place on Saturday, November 28, across the country. In 2014, an estimated \$14.3 billion was spent at small independent businesses

on Small Business Saturday, so don't miss out on what's commonly referred to as the "biggest day of the year for small business."

To help promote your business as a participant in Small Business Saturday, visit shopsmall.org. From the website, participants can download free printable signage and postcards, email templates and social media posts, Shop Small logos and infographics. American Express card merchants also have access to free online ads and an appearance on the official Shop Small map.

The Metro Chamber is also proud to support its member businesses during Small Business Saturday. Members are encouraged to submit any special promotions or events they are holding for Small Business Saturday to Danica Torchin, at dtorchin@lvchamber.com, for a chance to be published on the Metro Chamber's social media networks and in an email blast. It is also encouraging the community and its members to take a #SmallBizSelfie as they patronize small businesses during the day. Be sure to tag @lvchamber on Twitter.

For more information on Small Business Saturday, visit shopsmall.org.



#SHOPSMALL

The Brain with David Eagleman

Join Vegas PBS for a **preview screening** of the new 6-part series **The Brain with David Eagleman**, followed by a panel discussion of leading healthcare professionals.

Thursday, October 8
Optum (Previously UnitedHealthCare)
2716 N. Tenaya Way, Las Vegas, NV 89128

- Doors open at 5 p.m.
- Screening begins at 6 p.m.
- Space is limited so RSVP today by calling 702.799.1010 x5363.
- "Brain food" refreshments will be available.

The Brain with David Eagleman

Wednesdays, October 14 through
November 18 at 10 p.m.



VegasPBS.org | 702.799.1010

— *Meet Your 2015* —

BUSINESS EXCELLENCE AWARDS HONOREES!

This year's Business Excellence Awards honorees encompass all shapes and sizes – and stories. The Metro Chamber is proud to recognize 25 small, medium and large businesses that span the spectrum of industries, scope and how they thrive in today's marketplace. From recounts of humble beginnings to ways that companies have given back to the community, from employee engagement initiatives to finding new ways to pioneer sustainability, these companies demonstrate enthusiasm, nimbleness, creativity and perseverance.

“Nevada State Bank is honored to continue as exclusive sponsor of the Metro Chamber's 2015 Business Excellence Awards. Each year, it's a pleasure to discover and celebrate the creativity, ingenuity and diversity of Southern Nevada businesses. The companies recognized at this annual event promote economic growth and development in our community, making it a better place, not only for businesses, but for everyone. Congratulations to all the 2015 winners,” says Cassandra Johnson, SVP/director of sales for Nevada State Bank.

These honorees represent the range, resourcefulness and resiliency of Southern Nevada, emerging from more than 150 total nominations. Join the Metro Chamber in celebrating these cultivators, groundbreakers, innovators, trailblazers and pacesetters of the Valley's dynamic business community.

CELEBRATE THIS YEAR'S HONOREES AT THE 2015 BUSINESS EXCELLENCE AWARDS LUNCHEON!

Emcee: Chet Buchanan – 98.5 KLUC

Thursday, October 8 | Aria Resort & Casino

11:00 a.m. – noon: Reception and Networking | Noon – 1:00 p.m.: Program
\$55 – Members | \$70 – Non-members | \$550 – Table of ten

Exclusive Sponsor:



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GROUNDBREAKERS

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Blue Heron Design Build - Blue Heron Design Build creates custom and boutique communities that encompass environmentally conscious technology and distinct design and architecture. This year, it showcased the “New American Home,” the official show house of the National Association of Home Builders’ International Builders Show, and is the only builder in the New American Home program to be selected three times as architect, interior designer and builder for the home. Using the natural beauty of Southern Nevada’s rugged environment to create homes with indoor and outdoor relationships, it is developing two new communities in Henderson and Southern Highlands and has plans for additional expansion efforts. Blue Heron is also spearheading an effort to help UNLV architecture students learn environmentally efficient design strategies. For more information, visit blueheron.com or call 702.531.3000.

Clean Energy Project - Nevada’s clean energy sector has been a focus of economic development plans for the state, and Nevada has been identified by the National Renewable Energy Laboratory as one of the highest resource potential states. Leading efforts for residents and businesses to become more focused on clean energy resources, the Clean Energy Project has contributed to significant growth of the sector in the state. Initiatives such as the Clean Power Plan to reduce carbon emissions, the Green Business Guide and the annual National Clean Energy Summit (which welcomed President Barack Obama as the 2015 keynote speaker) have benefitted Nevadans by bringing awareness, programs and information to help them make better decisions about environmental efficiency and impact. For more information, visit cleanenergyprojectnv.org or call 702.987.4556.

Crazy Pita Restaurant Group - As a first generation U.S. citizen, owner Mehdi Zarhloul opened his first Crazy Pita restaurant in 2006. Through the recession, the company was able to grow to three locations, which Zarhloul attributes to a steadfast focus on customer service and the employees’ dedication to customer satisfaction and quality product. He has also engaged the community through events such as “Paint, Dine and Drink,” which invites customers to enjoy appetizers and wine while painting an instructor-led art course and through supporting non-profit organizations throughout the Valley, including the Josh Stevens Foundation, which is dedicated to promoting kindness and celebrating compassion. A special Josh Stevens Foundation display is featured at all locations. For more information, visit crazypita.com or call 702.237.0777.

Las Vegas Convention Center SpringHill Suites Marriott - SpringHill Suites empowers their hotel development partners to build greener hotels and inspire their staff and guests to conserve resources, including a goal of reducing energy and water consumption 20 percent by 2020. Through the “Spirit to SERVE our Communities” program, it focuses on five areas of social responsibility and community engagement initiatives: shelter and food; environment; ready for jobs; vitality of children; and empowering diversity. They are also committed to creating opportunities through their global World of Opportunity initiative, which helps people from disadvantaged backgrounds by providing vocational training. The company’s Youth Career Initiative enables their hotel to provide a six-month training program for at-risk youth, including rehabilitated victims of trafficking. For more information, visit Marriott.com/laspr or call 702.433.5880.

Outside Las Vegas Foundation - Outside Las Vegas Foundation connects the Southern Nevada community to its special outdoor places by creating activities, volunteer opportunities and educational programming that instill a sense of pride for the local outdoors. Through a network of volunteers and public/private partnerships, it hosts and coordinates cleanups, outdoor beautification projects, environmental education and field trips, mobilizing people and resources for outdoors-related collaborations. Since August 2011, it has logged more than 11,100 hours of volunteer service caring for public outdoor resources, with more than 3,000 of those hours organized in 2015. It also focuses on grants supporting field trip experiences for young people, and has since been able to coordinate excursions for more than 5,000 young people and families. For more information, visit outsidelasvegas.org or call 702.997.3350.





PACESETTERS

Leadership, Foresight, Guidance, Originality, Empowerment

Americana Safety - A veteran-owned business, Americana Safety began as a one-man safety consulting firm. Since its inception, it has grown to more than 26 associates, with office locations in 15 states and London. Under a distinctive consulting model, the company has brought together health, safety and engineering professionals from different specialty areas to give clients a wealth of resources to protect the welfare of their business and employees. Americana Safety also has a software division that was specifically developed to provide public and private clients with required safety plans, programs and employee training courses to ensure regulatory compliance. Its programs and consultations have resulted in their clients reducing workers' compensation costs and liabilities, as well as protecting employees and their business investment and ensuring compliance and a safer workplace culture. For more information, visit americanasafety.com or call 702.837.8540.

Applied Analysis - Applied Analysis has worked on some of the most high-profile research and analysis projects in the region, including those affecting growth, taxes, water, energy, health care and economic development. The company recently launched MyResearcher.com, a web-based data tracking and reporting application that provides users with access to more than 1.8 million economic, fiscal, social and environmental indicators. The platform now powers the City of Las Vegas and Governor's Office of Economic Development data portals. Applied Analysis recently entered into a memorandum of understanding with UNLV to use MyResearcher as the foundational technology for the new Community Applied Research Data and Analysis lab. Powered by an eclectic group of researchers, econometricians, writers and designers, the team reflects the diversity of the community and locally-grown talent, including its two principals, Brian Gordon and Jeremy Aguero. For more information, visit appliedanalysis.com or call 702.967.3333.

Café Rio Mexican Grill - Café Rio Mexican Grill is a fixture in the fresh, fast casual food movement. In each of their several locations in the Las Vegas Valley, there are no freezers and no microwaves. Avocados are hand scooped and more than 1,000 limes are hand squeezed every day. Tortillas are prepared fresh as guests enter and signature sauces are made in house by employees. Nothing is premade. Since arriving in Las Vegas, Café Rio has expanded to nine locations throughout the Valley, and gives back to the community through the No Kid Hungry initiative and in different projects throughout Southern Nevada. For more information, visit caferio.com.

Skyworks Aerial Systems - Taking the grand prize at the 2014 Southern Nevada Business Plan Competition, Skyworks Aerial Systems has been building momentum with products and technology that solve real-world problems through the use of unmanned aerial systems in educational, research and commercial applications. The company has tackled issues from detecting hazardous materials to creating new theatrical elements for entertainment shows. In addition, its "Become a Dronesmith" initiative embraces the use of project-based learning to foster local STEAM (science, technology, engineering, art and mathematics) education. Over the course of the past year, the team has visited nearly 20 schools and volunteered more than 300 hours of hands-on, skill-building lectures and workshops providing quality community service to local STEAM programs. For more information, visit skyworksas.com or call 844.SKYWORKS

Workforce Connections - Workforce Connections helps job seekers receive industry-relevant training and provides assistance for disadvantaged youth to reengage in their education and prepare for post-secondary activity. Some of its most recent initiatives include the One-Stop Career Center, which served 10,000 customers in its first year of operation and implemented green building features, and the Mobile One-Stop, which repurposed a 15-passenger bus by replacing seats with office spaces equipped with laptops, printers and WiFi to increase access to job seeking materials and training. Workforce Connections also introduced the Green Mobile, a repurposed airport commissary truck that focused on interactive STEM (science, technology, engineering and math) activities for students. Several green initiatives, including paperless records and clean energy workshops, are also part of its programming. For more information, visit nvworkforceconnections.org or call 702.638.8750.

TRAILBLAZERS

Advocacy, Impact, Compassion, Education, Vision

CenturyLink - CenturyLink encourages its employees to donate their time to give back to the community. Its successful volunteer program, led by its active community relations team, is committed to continuing its community impact by volunteering for organizations to bring awareness and resources to issues relevant to Southern Nevada. In the last year, the company raised more than \$320,000 and more than 3 million pounds of food for Three Square Food Bank – a record-breaking fundraiser. It also held a record-breaking campaign for United Way of Southern Nevada. Their community work also extends to several other non-profit groups, including HELP of Southern Nevada, Goodwill and the Animal Foundation, among others. For more information, visit centurylink.com or call 877.744.4416.

Comprehensive Cancer Centers of Nevada - For more than 35 years, Comprehensive Cancer Centers of Nevada (CCCN) has been dedicated to providing effective treatments and resources to diagnose and successfully treat cancer, blood disorders and other serious illnesses. Most recently, Lung Center of Nevada joined CCCN as a division dedicated to lung disease and sleep disorders, offering more services to patients, especially those with lung and bronchus cancer. CCCN recently created a new residency rotation for internal medicine residents at the University of Nevada School of Medicine focused on hematology/oncology. It has established the Comprehensive Cancer Centers of Nevada Scholarship at Touro University Nevada to offer financial support for two nursing students and three medical students, as well as a scholarship fund through the UNLV College of Sciences. CCCN also establishes community partnerships to promote health and wellness, including skin safety partnerships with Wet'n'Wild and the Las Vegas 51s that provide guests with complimentary sunscreen. It also recently launched a partnership with the American Cancer Society to promote smoking cessation. For it, CCCN created the "I Quit For" campaign that featured tobacco drop-off bins around the Valley. For more information, visit cccnevada.com or call 702.952.3350.

Helping Hands of Vegas Valley - Established in 2000, Helping Hands of Vegas Valley is a non-profit organization with the mission to provide free, assistive services to senior citizens in Southern Nevada, allowing them to maintain their dignity and independence while improving health and daily living. As a transient community, many residents over the age of 60 are away from their families and support networks, forming a gap that Helping Hands seeks to fill. Its programs provide wheelchair-capable vehicles for medical appointments, grocery shopping and other errands; caregiving for those homebound, ill or otherwise dependent on another person for care; a respite voucher program to provide temporary relief for caregivers; a food pantry and delivery service; and more. Through their dedicated volunteers, seniors in Southern Nevada can receive assistance without having to sacrifice their pride or individuality. For more information, visit hhovv.org or call 702.633.7264.

MGM Resorts International - Believing that the vitality of their business is tied to the well-being of the communities it occupies, MGM Resorts International partnered with NRG Energy, one of the nation's largest solar energy developers, to install a 6.4MW solar photovoltaic array on the rooftop of the Mandalay Bay Convention Center. This paved the way for large solar installations in the hospitality industry. The array generates enough electricity to power 1,000 homes, and reduced energy draw from Southern Nevada's energy grid during peak demand. Not stopping there, MGM Resorts has committed to installing an additional 2MW on the expansion of the convention center, which will power 26 percent of the resort's electricity during peak production. For more information, visit mgmresorts.com.

Welcome Home Troops - Established in 2007, Welcome Home Troops improves the quality of life for returning veterans and their families. The organization has partnered with several community groups to create solace for veterans during a time often plagued with isolation, depression and fear. It uses both traditional and original services to ease the transition from military to civilian life, including community events with organizations like NASCAR and fun venues like Disneyland and Knotts Berry Farm. It also provides safe and effective techniques for stress relief and greater health and wellness, as well as family support services. Even programs as simple as providing pets for companionship have been successful for Welcome Home Troops in its mission. For more information, visit welcomehometroops.org or call 951.385.2774.





INNOVATORS

Rethink, Retool, Transform, Revolutionize, Modernize

Anthem Blue Cross and Blue Shield - In the last year, Anthem Blue Cross and Blue Shield introduced Live Health Online in Nevada. This robust telehealth service gives Anthem members the opportunity to speak with a U.S.-based, board certified physician 24/7 from a computer, tablet or smart phone, which, in turn, saved its members an average of two to three hours of time, according to a recent survey of users, as well as money (when compared with the average cost of an emergency room visit). This helps alleviate the wait time to see a doctor, as Nevada has one of the lowest doctor-to-patient ratios in the nation. The module also helps doctors offload some easily treated cases, like colds and seasonal allergies, to free up waiting rooms for patients with more severe issues. For more information, visit anthem.com or call 877.811.3106.

Helix Electric - The Helix Electric workforce is dedicated to safety, service and development. Its Innovation Committee rewards employees for submitting ideas that help the company work safer and with more efficiency. Since its inception, it has awarded more than \$10,000 in cash prizes to its workforce. Its commitment to safety has been recognized with two Pyramid Awards from ABC National and the Associated Builders and Contractors Platinum Safety Award for more than 15 years. It is also innovative in its Helix University program, which offers instruction to help workers prepare for advancement and gives them opportunities to grow by acquiring critical skills for long-term employment. Helix Electric even offers a scholarship program for employees' children. For more information, visit helixelectric.com or call 702.732.1188.

Opportunity Village - Opportunity Village is one of Las Vegas' most recognizable non-profit organizations. It is the largest private, not-for-profit habilitation program in Nevada, serving more than 3,000 people annually through vocational training, community employment, day services, advocacy, and arts and social recreation programs. Opportunity Village is also Nevada's largest employer of people with disabilities, with many of them employed at one of four Opportunity Village Employment Resource Centers and in jobs throughout the community, collectively earning more than \$3.9 million in wages last year. Employment opportunities include both public and private sectors, with the goal of helping people with disabilities, known lovingly as OVIPs, find independent employment within the community. For more information, visit opportunityvillage.org or call 702.259.3700.

Rimini Street - Rimini Street prides itself on being a "disruptor" of the traditional enterprise software support market, introducing new consumer service choices that did not previously exist. It has helped redefine software support services, founded on a passion for delivering outstanding client service. Recognized as a top tech vendor by industry and financial analysts and market experts, its average response time for clients anywhere in the world is 3.5 minutes. Rimini Street's success as a disruptor and innovator is measured in its accelerated growth plans, hiring 60 new positions and delivering more than \$1 million to the local economy through hosting global employee events in Las Vegas. For more information, visit riministreet.com or call 888.870.9692.

William Hill Race & Sports Book - As the largest sports book operator in Nevada, William Hill Race & Sports Book services 102 sports books and boasts an award-winning mobile sports app. Through HOME (Hungry for success, Outstanding service, Making it happen, and Everyone matters), its four key principles for customer and employee success, it has significantly increased its market share and community impact. Its development team made the company the only bookmaker to offer continuous live InPlay wagering on football, basketball, baseball, soccer and boxing. Its innovative technology led to its recognition as Best Race/Sports Book and Best Mobile App for Sports Betting by *Casino Player* magazine. It was also the first sports book to partner with 55 Nevada taverns and more than 200 7-Eleven stores to create mobile deposit locations for customer convenience. For more information, visit williamhill.us or call 855.754.1200.



CULTIVATORS

Culture, Experience, Development, Enrichment, Environment

Aliante Casino + Hotel + Spa - Aliante Casino + Hotel + Spa prides itself as an active member of both the North Las Vegas and Las Vegas communities through its engaged and enthusiastic employees. Its Service To Area Residents (STAR) program volunteered nearly 1,000 hours last year with different charitable organizations, including the Goodie Two Shoes Foundation, Opportunity Village and Rebuilding Together. In addition, Aliante encourages its team members to participate actively in the community through civic involvement, serving on several boards, councils and committees all over the Valley. Its sales and catering team, while doubling the amount of events held on property last year, also supports several community events at its facilities. For more information, visit aliantegaming.com or call 702.692.7777.

Barclaycard US - At Barclaycard US, colleagues excel at incorporating citizenship in their daily business. Nearly 85 percent of its workforce in Henderson has volunteered their time in 2015, with a year-end goal of 90 percent. One of their priority issues offers guidance to those between the ages of 10 and 35, with the goal of enhancing their employability and improving their financial literacy. In June, Barclaycard US provided necessary funding for the Boys and Girls Club's "Bright Futures Garden," a community garden that helps teach children responsibility, work and small business skills. Other projects team members have undertaken include tutoring, veterans assistance, conducting mock interviews, serving meals to the homeless and building homes through Habitat for Humanity. For more information, visit barclaycardus.com.

Cox Communications - Las Vegas - In the last year, both the *Las Vegas Review-Journal* and *Nevada Business* recognized Cox Communications for its outstanding workplace culture. Both of these distinctions included rankings based on employee sentiment, as well as the organization's approach to diversity and employee relations, and its inclusive efforts in hiring, retention, relationships and community outreach. In addition to these two local honors, the company was also recognized multiple times by *DiversityInc* in its "Top 50 Companies for Diversity." Cox Communications was also recognized as a top operator for women in the cable industry by Women in Cable Telecommunications. Civic engagement is encouraged among employees by occupying volunteer leadership positions throughout organizations in the Valley. For more information, visit cox.com or call 866.456.9944.

Dr. Rex Liu, Family and Cosmetic Dentistry - In addition to hours of donated services and community engagement, Dr. Liu's practice has engaged and supported its employees for more than 25 years. When the practice profits, up to five percent of the profit is given back to hourly staff members for their efforts. In addition, employees receive bonuses for keeping supplies on budget and making new patient appointments, creating employee ownership and a happy, motivated and loyal team - evidenced by many of them working with Dr. Liu for more than 17 years. The practice also encourages staff members to participate in the practice's community activities, which include the "Give Kids a Smile" program in conjunction with the UNLV School of Dentistry and providing dental care to school children in the community. For more information, visit familycosmeticdentistryinc.com or call 702.454.0858.

Fair, Anderson & Langerman - The company culture at Fair, Anderson & Langerman promotes personal and professional growth, individuality and relationship-building among staff members, as well as the community at-large. The practice allows flexible working weeks, remote schedules, provided meals during tax season, anniversary gifts for employees and an open door policy. The firm also hosts happy hours, potlucks, catered lunches and employee contests to encourage participation and team building. Ongoing training through webinars and online tools are also provided, so staff members stay up-to-date on the most current technology, practices and regulations. Staff members are also encouraged to become involved with several of the firm's community relations initiatives and volunteer their time. For more information, visit falcpa.com or call 702.870.7999.



what's happening

PLACES TO BE. PEOPLE TO MEET. THINGS TO KNOW. IN **OCTOBER**

Business Excellence AWARDS

LUNCHEON

THURSDAY, OCTOBER 8

11:00 a.m. – Noon Reception
Noon – 1:00 p.m. Program

southern nevada forum

MONDAY, OCTOBER 5

7:30 – 9:30 a.m.
Visit LVChamber.com for
more information.

6

TUESDAY, OCTOBER 6 CHAMBER VOICES TOASTMASTERS

Become a better speaker and a more effective presenter by joining Chamber Voices Toastmasters. Open to all members.

10:45 a.m. – Noon

**Las Vegas Metro Chamber of Commerce
575 Symphony Park Ave., Ste. 100**

\$54 every six months. Guests always complimentary.

6

TUESDAY, OCTOBER 6 CHAMBER CONNECTIONS

Chamber Connections is a dedicated leads group comprised of professionals from a variety of industries. This is a place for professionals to grow their network and their businesses by sharing contacts, referrals and ideas.

5:30 – 7:00 p.m.

**Las Vegas Metro Chamber of Commerce
575 Symphony Park Ave., Ste. 100**

Contact chamberconnections@lvchamber.com or call 702.641.5822 for space availability and cost.

8

THURSDAY, OCTOBER 8 BUSINESS EXCELLENCE AWARDS LUNCHEON

Celebrate the diversity, creativity and ingenuity of the local business community at the Business Excellence Awards Luncheon. Emceed by KLUC's Chet Buchanan, this high-energy event honors 25 trailblazers, cultivators, groundbreakers, innovators and pacesetters in Southern Nevada.

11:00 a.m. – Noon Reception

Noon – 1:00 p.m. Program

**Aria Resort & Casino
3730 Las Vegas Blvd.**

\$55 Members

\$70 Non Members

\$70 Walk-ins

\$550 table of 10

Exclusive Sponsor: Nevada State Bank

12

MONDAY, OCTOBER 12 VEGAS YOUNG PROFESSIONALS TOASTMASTERS

Great communication skills are important keys to success. VYP has created a Toastmasters group for all VYP members and their guests to help learn these key speaking, presentation and leadership skills.

6:30 – 8:00 p.m.

**Las Vegas Metro Chamber of Commerce
575 Symphony Park Ave., Ste. 100**

Complimentary for guests

\$60 to join, \$36 every six months.

Presenting Sponsors: Chamber Insurance & Benefits, Cox Communications, UnitedHealthcare and Wells Fargo

14

WEDNESDAY, OCTOBER 14 BUSINESS BLEND

Join fellow Metro Chamber members and Vegas Young Professionals at Downtown Las Vegas' newest hotspot, The Venue. Sip your favorite cocktail and enjoy light bites on the patio of this brand-new event space while taking in views of the Fremont East Entertainment District and building new business connections.

5:30 – 7:30 p.m.

**The Venue Las Vegas
750 Fremont St.**

Complimentary for members and their guests

VYP Presenting Sponsors: Chamber Insurance & Benefits, Cox Communications, UnitedHealthcare, and Wells Fargo

VYP Mixer Sponsor: VegasSeven

00 - CHAMBER EVENT

00 - VYP EVENT

how
to
register:

Visit LVChamber.com and
click on the Events Calendar.

Call 702.641.5822.

october sponsors:



20
21

**TUESDAY, OCTOBER 20 AND
WEDNESDAY, OCTOBER 21
NEW MEMBER WELCOME**

At this exclusive event for new Metro Chamber members, participants will have the opportunity to introduce themselves and their business in a friendly atmosphere. New members can select the event that works best for their schedule:

Tuesday, October 20:

7:30 – 9:30 a.m. New Member Breakfast

Wednesday, October 21:

11:00 a.m. – 1:00 p.m. New Member Lunch

Please register for only ONE of these events.

Las Vegas Metro Chamber of Commerce

575 Symphony Park Ave., Ste. 100

Complimentary for members. By invitation only.

Sponsor: CenturyLink

20

**TUESDAY, OCTOBER 20
CHAMBER VOICES TOASTMASTERS**

See October 6

20

**TUESDAY, OCTOBER 20
CHAMBER CONNECTIONS**

See October 6

22

**THURSDAY, OCTOBER 22
PRESIDENT'S CLUB RECEPTION**

Get a first-hand look at this Vegas-based car manufacturer. Explore the Shelby brand, develop high-level relationships and enjoy cocktails and a taste of the cuisine from Cody's BBQ.

6:00 – 8:00 p.m.

Shelby American

6405 Ensworth St.

Complimentary and exclusive to President's Club members

26

**MONDAY, OCTOBER 26
VYP TOASTMASTERS**

See October 12

CHAMBER UNIVERSITY

**FREE WEBINARS TO HELP YOU OPERATE
YOUR BUSINESS.**

2

FRIDAY, OCTOBER 2

The Affordable Care Act in 2016: What You Need to Know, presented by Bill Wright, president, Chamber Insurance & Benefits

9

FRIDAY, OCTOBER 9

Bells, Bows and Business: Maximizing the Holiday Season for Your Business, presented by Tracy Williams, store manager, Nordstrom Rack

16

FRIDAY, OCTOBER 16

Cyber Security: Business Planning for 2016, presented by Jeff Grace, president, NetEffect

23

FRIDAY, OCTOBER 23

10 Things You Need to Know About Small Business Law, presented by Gina Bongiovi, corporate consigliere, Bongiovi Law Firm

in the know

NEVADA'S LEGAL REFORM BOOM

BY LISA A. RICKARD,
PRESIDENT, U.S. CHAMBER INSTITUTE FOR LEGAL REFORM

T

his year, the Silver State experienced a new kind of boom as the Nevada legislature passed several legal reform measures,

improving the litigation environment and making the state more attractive to businesses.

Nevada's newly minted legal reforms coincide nicely with the state's ranking in the 2015 Lawsuit Climate Survey conducted by Harris Poll and released this month by the U.S. Chamber Institute for Legal Reform. Nevada ranks 35 out of 50, up two spots from the previous 2012 ranking.

The survey polled more than 1,200 general counsels and senior attorneys from companies with annual revenues of at least \$100 million, and 75 percent of respondents said a state's lawsuit environment is likely to impact important business decisions at their company, including where to locate or expand.

Nevada's rise in the ranking comes at a good time. With an unemployment rate that is 2 percent above the national average, Nevada needs more jobs. An improving legal climate sends a positive message to the business community about Nevada's commitment to fixing up

their civil justice system.

The state's improvement might be due in part to the passage of significant legal reform measures. With the support of Attorney General Laxalt, the legislature created a more transparent process for hiring outside counsel. In order to ensure that using outside law firms to try state cases does not become a political campaign reward, as it has in other states and under previous Nevada attorney generals, lawmakers passed a law requiring the state attorney general to get approval from the legislature and the governor before hiring outside firms. This is one of the best laws of its kind in the country and keeps the

*Wake
up your
smart.*

88.9
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89.7

state's taxpayers from footing the bill for unnecessary and expensive legal counsel.

The state also passed an appeal bond cap, giving more businesses access to the appellate courts. Most appellate courts require defendants to post a bond at least as large as the damages assessed, which keeps many businesses, especially smaller ones, from being able to file an appeal after losing at the trial court level.

These legal reform successes and others passed this year are just the start for Nevada, as the state promises to cover even more

ground. The legislature should keep up the momentum by extending the state's existing cap on punitive damages to product liability cases. Without a cap, defendants can be forced to pay punitive damages that far outweigh the economic damages suffered by the plaintiff.

Nevada has done an impressive legal reform turnaround in a short time, and that promises to continue if the legislature passes the liability cap and other needed reforms. Doing so will make Nevada a more attractive state for businesses, thus increasing opportunities for Nevadans. And that is the economic gold that all in Nevada are seeking.



GOOD MORNING LAS VEGAS

4:30-7:00AM WEEKDAYS

**UP TO THE MINUTE
THE MINUTE YOU GET UP!**

BREAKING NEWS · REAL TIME TRAFFIC · WEATHER

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KTNV.COM

f/KTNVLasVegas



president's club

(B) Todd Brown

Vice President, General Manager – Fox 5 KVVU Television

Todd Brown is the vice president & general manager of Fox 5 in Las Vegas. He is responsible for overseeing the Las Vegas station operations, including news and entertainment programming, as well as the market leader in revenue generation. For 28 years, Brown successfully created, consulted and managed marketing campaigns for clients through numerous radio, television and advertising agencies. Brown began his sales and marketing career in Chicago before moving to Fresno, CA as an account executive.

(A) Seth Ravin

Chairman of the Board – Rimini Street

Seth Ravin is a 30-year enterprise software veteran and pioneer of the independent software support industry. In 2005, Ravin launched Rimini Street to redefine enterprise software support. Previously, he held a variety of executive positions, including vice president of the customer sales division at PeopleSoft, Inc.



(D) Karla Perez

Group Vice President – The Valley Health System

Karla Perez manages and oversees the operations of Spring Valley, Summerlin, Desert Springs, Valley and Centennial Hills Hospital Medical Centers in Las Vegas, Nevada; Northern Nevada Medical Center in Sparks, Nevada; Auburn Regional Medical Center in Auburn, Washington; and Palmdale Regional Medical Center in Palmdale, California. She serves on the Board of the United Way of Southern Nevada and is a member of the Board of Trustees for the Las Vegas Metro Chamber of Commerce.

(C) Clark Wood

Market President – U.S. Bank

Clark Wood joined U.S. Bank in 2014 as market president, overseeing commercial banking and the gaming division. Wood came from Thunder Valley Casino Resort where he had been vice president of finance and a member of their development corporation. He has nearly 30 years of experience in the gaming and financial sectors. Wood earned his bachelor's degree from the University of Nevada, Reno. He is currently serving on the boards of the Las Vegas Global Economic Alliance and United Way of Southern Nevada.

spotlights

(E) Paul Green

Campus Director – University of Phoenix

Paul Green joined the University of Phoenix in 1997 at the Utah campus where he served as operations manager, director of finance and director of business development for the Utah Southern learning centers. In 2003, Paul launched a start-up campus in Spokane, Washington, where he was campus director for 10 years, and now oversees the Las Vegas campus. Paul earned his Bachelor's degree in Finance from the University of Utah, and a Master of Business Administration degree from the University of Phoenix.



E



F

(F) Suzanne Domoracki

Program Director – Nevada Drug Card

Suzanne Domoracki has 25 years of progressive sales and marketing experience directing the activities of regional supervisory and multi-market sales personnel. Prior to joining Nevada Drug Card, she held similar supervisory positions in the health and beauty industries and oversaw all sales activity in the Western U.S. for a nationally recognized manufacturer of point-of-care oral fluid drug testing devices. She is involved with several local clubs and organizations.

(G) Andy Abboud

Vice President of Government Relations and Community Development – Las Vegas Sands Corp

Possessing some of the most diverse political experience in the gaming industry, Andy Abboud's duties include managing the political and governmental affairs for LVSC along with aiding in the company's expansion efforts and development projects. Abboud has been instrumental in instituting The Venetian and LVSC's political and community development activities. He also organized the charitable arm of the Las Vegas Sands Corp. 501(c) (3) charitable foundation, the Sands Foundation.



G



H

(H) Mike PeQueen

Managing Director, Partner – HighTower Las Vegas

Mike PeQueen, CFA, CFP is managing director, partner of HighTower Las Vegas, one of the most experienced wealth management firms in the western United States. Previously, he served as senior vice president and senior portfolio manager at Merrill Lynch. PeQueen completed his undergraduate degree in Finance at UNLV and his Masters in Finance and Banking at Boston University. In addition, he holds the prestigious Chartered Financial Analyst and Certified Financial Planner designations.

open enrollment guide



The Affordable Care Act will bring changes in 2016. The Metro Chamber is providing information to help you comply with new regulations and requirements.

IMPORTANT DATES FOR 2016 ENROLLMENT

November 1, 2015: Open Enrollment starts — first day you can enroll in a 2016 qualified health plan

December 15, 2015: Enroll by this date for coverage to begin January 1

January 1, 2016: First date 2016 coverage can start

January 31, 2016: 2016 Open Enrollment ends

If you don't enroll in a 2016 plan by January 31, 2016, you can't enroll in a health insurance plan for 2016 unless you qualify for a **Special Enrollment Period** triggered by certain life events, such as a change in family status (marriage, divorce, birth or adoption of a child), change in job status or loss of employer coverage, or change in residence.

CHANGES TO KNOW ABOUT

Individuals:

Unless you receive employer-sponsored insurance, qualify for Medicaid or have an exemption, you are required under the provisions of the Affordable Care Act to purchase health insurance coverage containing **minimum essential coverage (MEC)**. Individuals who do not purchase health insurance for 2016 by January 31, will be subject to pay an **annual individual shared responsibility** penalty. The amount due to the Internal Revenue Service will be the greater of:

- 2.5% of the taxpayer's household income that is above the tax return filing threshold for the taxpayer's filing status, OR
- The taxpayers' flat dollar amount, which will be \$695 per adult and \$347.50 per child, with a family maximum of \$2,085. The total payment amount is capped at the cost of the national average annual premium for a Bronze level health plan in 2016.

Employer Groups:

Employers with an average of at least 50 full-time employees (generally defined as any employee who is employed on average at least 30 hours per week) during the preceding calendar year regardless of whether the employer is a tax-exempt, self-insured or a government entity (including federal, state, local, and Indian tribal governments) must file Form 1094-C (or a substitute form) with the IRS and furnish Form 1095-C (or a substitute statement) to its full-time employees, using its own EIN. Compliance with the 1094-C and 1095-C employer reporting form submission is crucial and compliance may seem complicated. It is highly recommended to consult with your insurance or payroll professional to ensure that all forms are submitted accurately and in a timely matter.

Effective January 1, 2016, the definition of a small group goes from 2-50 FTE employees to 2-100 FTE employees under the ACA. Because of this change, groups with 51-100 employees will become subject to Adjusted Community Rating (no longer medically underwritten), which in many cases will mean high premium increases. One option for these employers is to consider the self-insured alternative. In past years, only larger corporations considered and adopted this model to control their bottom line. However, several innovative products, tailored specially with small to mid-sized businesses in mind, have recently entered the marketplace. These products limit the risk taken on by the small employer.

HOW YOUR METRO CHAMBER CAN HELP

The Las Vegas Metro Chamber of Commerce provides many options to fit the health insurance needs of its members, from a sole proprietor seeking out coverage for themselves and their family to a part-time employee of a corporation or the CEO of a large company. The Chamber has options.

Chamber Health Options:

Created uniquely to serve our individual and small group employers, **Chamber Health Options is the Metro Chamber's private marketplace built to make shopping for health insurance MUCH EASIER and MORE CONVENIENT for you.** Members/employees can request quotes online 24/7/365. Individuals who are eligible for a federal subsidy (tax credit) under the ACA to help them pay their insurance premium can access their subsidy directly through the platform and have it automatically applied towards their premium. Visit chamberhealthoptions.com.

Anthem Balanced Funding:

(10-250 Full-Time Employees) This product is a viable solution for some employers with 50-99 full-time

employees who will face high increases in premiums as a result of moving to small group status, subjecting them to adjusted community rating. The definition of small group employer changes from 2-50 full-time employees to 2-99 FTEs in 2016. Visit chamberib.com for more details.

Chamber Group Captive:

(20-500+ FTEs) This self-insured model helps larger groups protect their bottom line. Companies take back control of their health insurance investment by returning premium dollars to them in favorable claims years. Visit chamberib.com for more details.

H2U (Health to You) Health Centers:

H2U Health Centers are an exciting new benefit that brings an additional solution for employers. Though not insurance, members can subscribe to this program for their employees, allowing them much quicker access to primary care services when provider waits are excessive. Employees are guaranteed access within 24 hours rather than waiting weeks, or sometimes months, for a doctor's appointment. This service enables employees to return back to work quickly, improving productivity. This is an excellent option for employers to offer alongside traditional health insurance with high deductibles. When employers want to provide health insurance but cannot afford to do so, they can provide limited health care access for non-emergent situations. Visit chamberib.com for more details.

QUESTIONS TO ASK YOUR INSURANCE PROFESSIONAL OR FINANCIAL ADVISOR

Individuals:

Are there any changes in the ACA that will affect me in 2016?

Will I need to report a change in income if I'm receiving a federal subsidy?

Would you recommend that I make any changes to my current coverage?

Employers:

How can I protect myself from errors in reporting and what tools would you suggest I use?

Am I subject to employer reporting in 2016? If yes, how do you recommend that I make sure to stay compliant?

What recommendations would you make for me in the way of what I current offer to my employees and their dependents?

Don't miss the Chamber University webinar on October 2, about the ACA in 2016.

member news

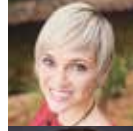
RED - PRESIDENT'S CLUB MEMBER



announcements



Nisarg Changawala has joined Lung Center of Nevada, a division of **Comprehensive Cancer Centers of Nevada**, as a pulmonologist.



The CPA firm of **Johnson Advisors** promoted Amber Beason, CPA, to director.



McDonald Carano named Curt Ledford as partner in the firm's energy, environment and natural resources group.

The Nevada Governor's Office of Economic Development appointed Lynne Taylor-Bullock as a government contracts advisor and ESB program coordinator with the office's Procurement Technical Assistance Center and named Wendy Pope as business development specialist in addition to her current role as executive assistant.

Elite Media announced the appointment of Gale Day as sales consultant and Will Thurmond as sales representative. The organization also promoted Cindy Peacock to sales and quality control manager.

Ten attorneys from the **Brownstein Hyatt Farber Schreck** office were recognized in 2016 edition of *Best Lawyers in America*.

Chico's announced the launch of a limited-edition scarf designed by artist and entrepreneur Sheila Johnson to support Stand Up To Cancer.

Downtown Grand announced several new casino enhancements, gaming promotions and events launching this fall, from repositioning the casino floor to introducing a players' card program.

The Greater Las Vegas Association of REALTORS announced its 2016 officers and board members, with Scott Beaudry serving as 2016 president and David J. Tina serving as 2016 president-elect.

wheeling and dealing

Commercial Executives Real Estate Services represented Beltway One Development in the leasing of an office space located at 9121 Russell Rd., Suite 111. The lease is valued at \$610,604.

Bombard Renewable Energy is introducing a new 15-megawatt solar power project for **Valley Electric Association** in the northern area of Pahrump.

community service

MountainView Hospital employees donated a trailer full of school supplies to neighboring school JT McWilliams Elementary.

City National awarded **Touro University Nevada** with a \$10,000 donation to help fund scholarships for students.

Western Governor's University is awarding back-to-school scholarships to five new students who apply to attend the nonprofit university.

Three hundred families facing hunger were given nutritious food at a **Three Square** food bank mobile food pantry distribution sponsored by **Amerigroup Nevada**.

The Las Vegas Metro Chamber of Commerce is proud to provide members with a place to publish their current announcements as a benefit of membership. Email news items to pr@lvchamber.com or fax to Public Relations at 702.735.0320.

congratulations



JW Advisors partner Chris Wilcox earned the Certified Exit Planning Advisor designation after completing the Institute's intensive CEPA executive-style MBA program at the University of San Francisco.



MDL Group president and former Commercial Alliance Las Vegas president Hayim Mizrachi was recognized as CALV's Member of the Year.

Visiting Angels was awarded the Everest Award at the annual national Visiting Angels conference. The Everest Award is given to the most successful and largest Visiting Angels offices around the country.

Dr. Paul Bandt, an interventional radiologist at **Desert Radiologists**, received the Healthcare Heroes Lifetime Achievement Award for excelling in and advancing healthcare in Southern Nevada by **Nevada Business Magazine**.

upcoming events

Nathan Adelson Hospice is hosting the 16th annual Wine & Food Tasting Extravaganza to benefit the hospice's pediatric program and families in need program. In addition to wine tastings and cuisine sampling, the event will feature live and silent auction items. The event is Thursday, October 8, at Gaudin Porsche, from 5:30 – 8:00 p.m. For more information, visit nah.org.

Opportunity Village's third annual HalloVeen event at the Magical Forest launches October 9, and takes place through November 1. The event will showcase the Magical Forest transformed into a spooky land of goblins and ghosts, and will feature fun for the whole family with rides and attractions. For more information or to purchase tickets, visit opportunityvillage.org.

The **Las Vegas Japan Festival** will be held Saturday, October 10, from 10:00 a.m. – 7:00 p.m. at the **Rio All-Suite Hotel and Casino** parking lot. For more information, visit bridgeusa.com.

Helping Hands of Vegas Valley is hosting its annual Hearts & Hands Gala to celebrate 15 years of helping seniors in the community. The event features food, entertainment and a silent auction. The gala will be held Thursday, October 22, at the Keep Memory Alive Center, from 6:00 – 9:00 p.m. For more information, visit hhovv.org.

The **American Cancer Society's** annual Making Strides Against Breast Cancer walk will feature more than 250 teams and 900 participants joining together in the fight against breast cancer. The event is Sunday, October 25, at **Red Rock Casino**, starting at 8:30 a.m. For more information, visit cancer.org.

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Contact: Marsha Irvin
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marsha.irvin@catapultlearning.com

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ribbon cuttings

CELEBRATING BUSINESS GROWTH

To arrange your ribbon cutting, contact Georgia Allen at 702.586.3838 or email gallen@lvchamber.com



WINE & DESIGN

Wine & Design, located at 6535 N. Buffalo, commemorated its grand opening. Wine & Design was founded with an intention to create a fun, exciting atmosphere where customers can enjoy a night out meeting new people and creating art. Each night, a local artist will teach guests how to paint a featured piece of art. Call 702.370.5622 or visit wineanddesign.com.



D&R HOUSE OF DIAMONDS

Supporters of D&R House of Diamonds joined owners for its official ribbon cutting ceremony. Participants included Clark County Commissioner Susan Brager and other local dignitaries. Commissioner Brager dubbed D&R House of Diamonds, "the gem of Downtown Summerlin." Call 702.758.3421 or visit dandrhouseofdiamonds.com.



PC CATAPULT GROUPS

Catapult Groups announced the third anniversary of its Las Vegas CEO group, LV2. Catapult peer advisory groups are a proven way to accelerate business results. Members receive unbridled feedback on strategies, operational challenges and result-oriented processes. Catapult provides executive coaching, business education and peer advisory services. Contact 702.534.5555 or visit catapultgroups.com.



PC NV ENERGY

NV Energy launched its Business Solutions Center. It offers a complete set of communication tools, content resources and administrative assistance. It is open Monday through Friday, 7:00 a.m. to 6:00 p.m. NV Energy, Inc. provides a wide range of energy services to 1.3 million customers throughout Nevada and nearly 40 million tourists annually. Call 702.402.1000, email businessservices@nvenergy.com or visit nvenergy.com/business.



PC LAS VEGAS WOMAN MAGAZINE

Las Vegas Woman Magazine commemorated its Metro Chamber President's Club membership and new location at 4010 W. Ali Baba Lane Ste. G. *Las Vegas Woman Magazine* publishes a quarterly magazine and recently hosted its premier party, featuring its "Doctors of the Desert" issue. Call 702.685.4673 or visit lvwomanmagazine.com.



PILATES + YOGA

Pilates + Yoga, located at 500 E. Windmill Ln., Ste.135, announced its grand opening. Because they believe movement is a precise science, the teaching team at Pilates + Yoga only recruits experts. Each certified instructor must have a background of 10 years or more in their movement-based art, whether they practice Pilates, yoga, dance or interpretive sitting. Call 702.202.1200 or visit lasvegaspilatesyoga.com.

PC - President's Club **\$** - Chamber Member Discount



CHEF LUCKY THAI

Chef Lucky Thai commemorated its one year anniversary with the Metro Chamber, friends, clients and supporters. Chef Lucky Thai is a personal chef who offers catering, cooking classes, meal plans and authentic, fresh and healthy Thai food. Call 702.588.8164 or visit chefluckythai.com.



FAITH LUTHERAN MIDDLE AND HIGH SCHOOLS

Faith Lutheran Middle and High Schools, located at 2015 S. Hualapai Way, opened a new classroom wing, complete with a state-of-the-art courtroom for its justice and advocacy academy. For more information, call 702.804.4400 or visit faithlutheran.vegas.



LITTLE CAESARS PIZZA

Little Caesars Pizza celebrated its grand opening at 4388 E. Craig Rd. Little Caesar's Pizza is serious about quality. Its dough is made fresh at every location. The pizza sauce is made from fresh packed California tomatoes and is topped with mozzarella and muenster cheeses. Call 702.888.3566 or visit littlecaesars.com.



PC AMERICA FIRST CREDIT UNION

America First Credit Union hosted a grand opening celebration and ribbon cutting ceremony at its newest location at 10608 South Eastern Ave. Continuously expanding on its growth in Southern Nevada and its commitment to servicing members, Horizon is the thirteenth America First branch servicing Southern Nevada and the 113th branch for the credit union. Call 702.968.1483 or visit americafirst.com.



PC PROCARE RX

ProCare Rx, located at 7660 Dean Martin Dr., Ste. 203 in Safari Business Park, announced its Western headquarters and full service pharmacy in Las Vegas. ProCare Rx is a national full service Utilization Review Accreditation Commission-accredited pharmacy benefit manager that has distinguished itself in technology, service, flexibility and cost containment. Visit procarerx.com.



PC RIMINI STREET

Rimini Street celebrated the expansion of its Las Vegas headquarters at the company's ribbon cutting. During the festivities, Metro Chamber President and CEO Kristin McMillan presented Rimini Street executives with a President's Club membership plaque. For more information, visit riministreet.com.

north las vegas

BUILDING WITH OUR STATE'S ECONOMIC DEVELOPMENT BLUEPRINT

BY MAYOR JOHN LEE
CITY OF NORTH LAS VEGAS



One year ago, Governor Sandoval and the Governor's Office of Economic Development (GOED) director Steve Hill worked with legislative leaders to pass a tremendous set of economic incentive tools to induce Tesla to begin building one of the nation's largest factories in Northern Nevada. At the time I urged our legislature to come together and pass the economic incentive package for Tesla, stating, "Let's pass this historic legislative package and get to work following the same blueprint for the future success in Southern Nevada!"

Following the passage of this important bill, our city manager, Dr. Qiong Liu, and our director of economic and business development, Gina Gavan, took this blueprint and begin searching for business opportunities. Their efforts have resulted in Faraday Future, one of this year's largest and most competitive economic development projects in the nation, selecting our valley as one of three finalists for its new manufacturing facility.

The Faraday Future opportunity is big! The Governor's office projected the total economic impact of the Tesla project on Northern Nevada would be between \$52.9 billion to \$96.9 billion over the next 20 years. The economists at Brookings Mountain West project Faraday would provide our region a total impact of \$86 billion over the same time period. Most importantly, this impact translates into over 13,000 direct, indirect and induced jobs!

Making Faraday our future depends on our infrastructure. As they work to negotiate a final deal to bring this game changer to Southern Nevada, Governor Sandoval and Steve Hill are facing some of the same infrastructure challenges they deftly navigated last September. The economic impact estimates of these businesses are only as real as the infrastructure supporting their enterprise. Faraday opens the door to attract tremendous economic growth to our region, from drawing businesses within its supply chain to attracting the eye of businesses looking to relocate, while at the same time bringing additional clients and growth opportunities for our existing businesses. Building proper infrastructure ensures we don't stop the momentum, and guarantees we can attract and receive future job creators.

Our region's premier industrial area needs a sustainable waterline to ensure future business growth. Since the day I was elected two years ago, I have been focused on leveraging our community's natural resources to shore up our financials and grow our revenues through new opportunities. Finding new job creators to come build in our vast vacant industrial lands became one of our goals. However, this approach exposed the chicken or the egg problem of the lack of utilities in Apex. Businesses need utilities before they will build, and utilities need businesses before they will invest in installation.

You can't solve the chicken or the egg problem with a rooster! There are



sufficient ground water rights at Apex to provide Faraday with their immediate water needs, but a Band-Aid approach to infrastructure would impede the company's economic impact potential for our region. Locating Faraday out at Apex provides the catalyst to justify the building of utilities to finally make thousands of acres open for business.

Over the past two years, I have witnessed dozens of businesses interested in Southern Nevada move elsewhere because our region lacks a large scale industrial park located on the outskirts of our neighborhoods. Now is the time to rev up the state's economic engine in the south by letting Faraday and other job-creating projects in Southern Nevada know that the entire state is open for business by committing to connecting them with the infrastructure they need to succeed.

SPECIAL

Legal
Opinions

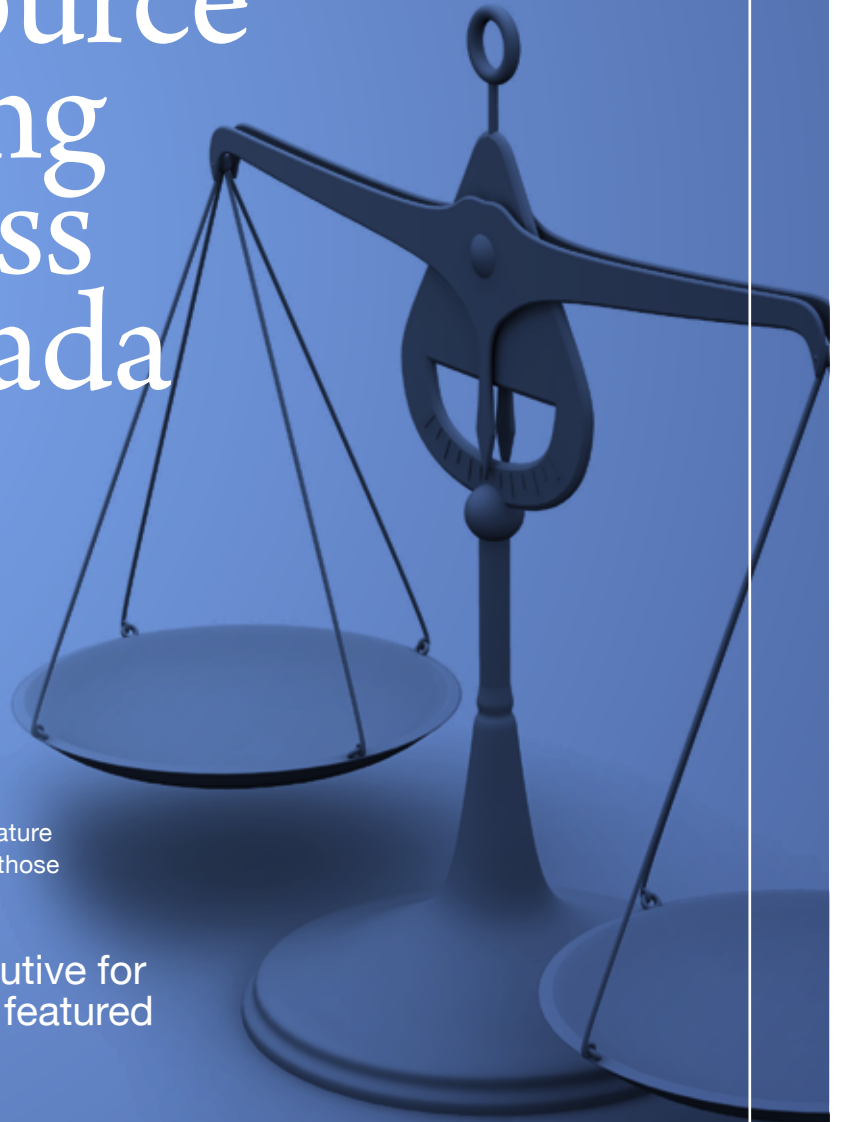
REPORT

A Resource of Doing Business in Nevada

November 2015

The November issue of *Nevada Business Magazine* will include a special feature written by some of the state's most prominent attorneys. The feature will address issues of concern to those doing business in Nevada.

Call an account executive for information on being featured in this special report.



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Nevada Business
the decision maker's magazine

member to member

PAWS TO THE GROUND: TURNING AROUND AN IMAGE

BY CHRISTINE ROBINSON,
EXECUTIVE DIRECTOR, THE ANIMAL FOUNDATION

Caring for animals is serious business. I learned that lesson eight years ago when I first stepped into the not-for-profit world at The Animal Foundation. The headlines we were receiving were not the kind any organization wanted or welcomed, and we were facing a serious crisis demanding a new business paradigm. As a new leader at the Foundation, I recognized that there were many well-intentioned and highly dedicated people running the organization. I soon understood that what was missing was a thorough understanding of the business functions necessary to run a successful not-for-profit enterprise, including finance, human resources, accounting and sound policies, procedures and practices. Personally, I was excited to marry a business skill set with a personal passion. I love animals, and I am trained in organizational leadership and change management. By combining the two, I knew that animals' lives would be saved and that I could and would steer us out of a bad place through stronger operational management, communication, the use of external expertise and organizational assessment and planning. Those efforts have been successful, and we have elevated our goals to the next level.

I am delighted to share that in June of this year, we announced our new five-year goal to progressively achieve a 90 percent save rate for all animals entering our care by 2020. How did we get there from where we were? In order to achieve this ambitious – yet reachable – goal, we had to devise a new plan to articulate our vision, clear goals and measuring sticks of success. As part of developing this strategic plan to improve our operation, we employed the “why” questions to define who we are and what we do. We thought through our competencies, and the services we do, or should, provide. A thoughtful planning process provided the framework and opportunity to readjust our business model. Some adjustments were minor, and others required a radical change of the whole areas of our business model. The fulfillment of our vision requires a well-crafted plan to change and evolve our operation to progressively achieve a far greater percentage of animals saved on an annual basis.

Our goal of progressively moving towards a 90 percent save rate for the animals who enter our care, requires that we relentlessly continue to make improvements in almost every area of our organization. We must stay on top of the best practices that evolve in the work we do to save animals. Every year, new challenges emerge along with better solutions to existing



problems. We will continue to improve, evolve and ultimately achieve our goal, both by creating our own plan, and collaborating with community stakeholders to design and implement a community-wide strategic plan to achieve success.

We are particularly excited to engage our community's most talented business leaders such as all of you as we work to create one of the nation's most successful not-for-profit enterprises engaged in saving animals across our community.

2015 BUSINESS & COMMUNITY LEADER & PRINCIPAL FOR A DAY



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BUSINESS LEADERS NEEDED

PURPOSE

- To foster positive relationships between business/community leaders and educators
- Work collaboratively to prepare our students for higher education and placement into the workforce.

BENEFITS

- Create a better understanding in the community of the challenges faced in delivering quality education
- Opportunity to dialog about the need for a skilled, competent workforce to create and sustain our dynamic community
- Dialog about the importance of accountability and what it means to the business community
- Information shared on internship opportunities and how businesses can work with student workers
- Share ideas and expand partnerships

Join with other community leaders and educators on

WEDNESDAY, NOVEMBER 18, 2015

to participate in this unique opportunity to “job shadow.” This event involves a commitment of approximately one half day, starting with a business partner shadowing the principal in the morning, and then the principal and business leader will join Superintendent Pat Skorkowsky for a debriefing luncheon from 11:30 a.m. – 1:30 p.m. at the Texas Station, Dallas Ballroom. During the luncheon, participants will have an opportunity to hear from Superintendent Skorkowsky about the Pledge of Achievement and how the community can make a difference in our students’ lives.

If you are interested in participating or would like further information, please contact Beverly P. Mason, Director of CCSD's School-Community Partnership Program, at 702-799-6560.

☐ I would like to participate

(Please Print)

Name _____

Company _____

Position _____

(Manager and above encouraged to participate)

Company Address _____

City/State/Zip _____

Work Phone: _____ Cell Phone: _____

E-mail address _____

SIGN UP TODAY

SPACE IS LIMITED

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or fax back to: (702) 799-6570

School grade level preferred: ☐ Elementary

☐ Middle School

☐ High School

Area of Valley preferred: ☐ Anywhere I'm needed

☐ Southeast

☐ Southwest

☐ Henderson/Green Valley

☐ Northwest

☐ North

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vyp community outreach

If you would like to get involved in discovering new volunteer opportunities, join VYP's Community Outreach Committee. Throughout the year, the committee focuses on different areas of need, establishing monthly projects to donate time. A majority of our volunteer events fall after work hours or on the weekend, allowing people with busy schedules to have the chance to attend. Many events only involve a few hours of commitment, allowing you to make it more manageable to give of your time.

For more information and to stay up to date on all our upcoming community outreach projects, contact Danica Torchin, VYP coordinator, at VegasYP.com.



be part of something bigger than yourself

By Lea Lumba, Copywriter and Social Media Coordinator – Canyon Creative
and member of the VYP Community Outreach Committee

As a working professional, it is easy to get caught up in our busy lives. We can often forget that there are causes out there that need our attention and a world that begs to be left a better place than we found it.

I've been there, realizing you want to do more with your free time than binge watch Netflix, which by the way, we all need from time to time. Having the intention and making the conscious decision to volunteer your time to a worthy cause is the first step to making a difference.

Get Started By Asking Yourself the Following Questions:

- Why do I want to volunteer?
- What age group would I be most comfortable working with? Adults? Children? Senior citizens? It might be animals instead!
- What causes hit home and really resonate with me?
- How much time can I set aside? Weekly? Monthly?
- Would I prefer interaction with guests? Prefer to work in set-up/behind-the-scenes?
- What skills do I have that I can apply to volunteering?

What's the Return on Investment of giving back?

We know that by donating our time the cause of our choice benefits, but did you know that volunteers experience many benefits as well?

Studies have shown that volunteering combats depression and increases satisfaction of life by providing a sense of purpose. It also has ability to increase happiness, which in turn positively affects your view of life and yourself. Volunteering also gives you the opportunity to meet like-minded individuals. Volunteers are there for the same reason, which is a great common ground to establish friendships and network. I have met some wonderful people through community outreach that I still keep in touch with to this day. Volunteering with others in your company can be a great team building exercise and help employees in their volunteer efforts.

Volunteering allows you to put yourself in another person's shoes. While building a house with Habitat for Humanity I had the pleasure of meeting the family that would be moving into the home I helped build. They told me their amazing story of



VYP members were treated to skylines from around the world as they made new professional connections at the September Fusion Mixer, held at the VISTA Cocktail Lounge inside Caesars Palace. *Photo credit: Joe Fury, VegasSeven.*

overcoming tragedy and it made me so grateful to be giving back.

Helping out in the community can also help you learn new skills. Don't be afraid to volunteer for something you may not have much experience with or is outside your comfort zone. There are usually experienced volunteers/professionals that can show you the way.

Turning Intention Into an Action.

Now that you know some of the benefits you can gain from volunteering, it is time to get out there and find a cause. There are many different organizations in our city that advocate different issues. After identifying what you are interested in, take the plunge and reach out to an organization or

visit their website for details. If you find one specific organization that you are passionate about, great. If you would rather help many causes whenever your schedule allows, that is great, too. What matters is that we make the decision to be part of something bigger than ourselves.

the final word

SEPTEMBER ACCOMPLISHMENTS

F

all is full of new opportunities for Chamber members. In September, the Metro Chamber focused on providing our small businesses with the information they need to stay on top of their game. We highlighted ways for businesses to prepare themselves for a disaster and launched a Small Business Solutions Center as well as our Chamber University webinar series. Take a look at some of the things the Metro Chamber accomplished in September:

- Traveled to Washington D.C. with a delegation of business and government leaders to advocate for the Southern Nevada business community on a variety of federal issues, including water infrastructure, Interstate 11 funding, homeland security funding, travel and tourism, workforce development, education and more. The Chamber also presented the inaugural Las Vegas Night Reception, which had more than 500 attendees.
- Launched Chamber University, a new, free, interactive webinar series aimed at delivering business expertise and resources small businesses need to know to be successful.
- Highlighted ways to keep businesses prepared for a national disaster during National Disaster Preparedness Month in the *Business Voice* and through Chamber University.
- Co-hosted NewsFeed with the *Las Vegas Review-Journal*, featuring transportation experts Tina Quigley, Dr. Robert Lang, and David Knowles, where members were given insight on potential plans to expand multi-modal transportation.
- Informed members of the prevalence and importance of protecting a business from a cybersecurity attack in a special piece by Jeff Grace, president of NetEffect, in the *Business Voice*.
- Updated members with information about the Affordable Care Act and how it will affect their business in 2016.
- Gave members key savings tips and best practices with a webinar from Office Depot, where members learned how to take advantage of up to 70 percent savings on products and services
- Hosted an Office Depot breakfast for members to stay updated on the savings and new features of the Office Depot deep discount program.
- Held a special edition of the Paul Call live from Washington, D.C., where President's Club members received an insider's perspective of how the Metro Chamber was advocating for our region in our nation's capital.
- Welcomed Vegas Young Professionals to VISTA Cocktail Lounge inside Caesars Palace for a high-energy, connection-building fusion mixer.
- Educated members about the benefits of having access to H2U Health Centers, which provide affordable healthcare services to Metro Chamber employers, employees and their families, during a Member Benefits 101 webinar.
- Cultivated new business relationships at Business After Hours at Nevada Health Centers, where members forged new partnerships and gained business insight from fellow Metro Chamber members.



OCTOBER

National
Breast
Cancer
Awareness
Month

*You don't have to stand alone
in the fight against breast cancer.*

We can help!

Medication	Retail Price	Discounted Price
Methotrexate 2.5 mg (30)	\$83.99	\$69.59
Anastrozole 1mg (30)	\$194.99	\$156.65
Letrozole 2.5mg (30)	\$270.99	\$186.65

*Discounted prices were obtained from participating pharmacies.
Prices vary by pharmacy and region and are subject to change.

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National Breast Cancer Awareness Month

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OCTOBER 2015

Celebrate!



Friday, November 13

11:30 a.m. – 1:00 p.m.

The Orleans Hotel & Casino

\$45 per person

\$450 for a table of 10

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